

APPLICATION FOR RENEWAL OF LICENSE FOR  
COMMERCIAL AND NONCOMMERCIAL AM, FM OR TV BROADCAST STATION

Approved by OMB  
3080-0110  
Expires 5/31/91

For Commission Fee Use Only

FEE NO:

06021108

FEE TYPE:

MP

FEE AMT:

36.00

ID SEQ:

01

For Applicant Fee Use Only

Is a fee submitted with this application?

☒ Yes ☐ No

If No, indicate reason therefor (check one box):

☐ Nonfeeable application

Fee Exempt (See 47 C.F.R. Section 1.1112)

☐ Noncommercial educational licensee

☐ Governmental entity

For Commission Use Only:

File No.

890602 LJ

1. Name of Applicant

David Lee Communications, Inc.

Mailing Address

G-3458 West Bristol Road

Print

State

MI

ZIP Code

48507

2. This application is for:

☒ AM ☐ FM ☐ TV

(a) Call Letters:

(b) Principal Community:

City

5. Is the applicant in compliance with the provisions of Section 310 of the Communications Act of 1934, as amended, relating to interests of aliens and foreign governments?

☒ Yes ☐ No

If No, attach as Exhibit No. \_\_\_\_\_ an explanation.

6. Since the filing of the applicant's last renewal application for this station or other major application, has an adverse finding been made or final action been taken by any court or administrative body with respect to the applicant or parties to the application in a civil or criminal proceeding, brought under the provisions of any law relating to the following: any felony; broadcast related antitrust or unfair competition; criminal fraud or fraud before another governmental unit; or discrimination?

☐ Yes ☒ No

If Yes, attach as Exhibit No. \_\_\_\_\_ a full description of the persons and matters involved, including an identification of the court or administrative body and the proceeding (by dates and file numbers) and the disposition of the litigation.

7. Would a Commission grant of this application come within 47 C.F.R. Section 1.1307, such that it may have a significant environmental impact?

☐ Yes ☒ No

If Yes, attach as Exhibit No. \_\_\_\_\_ an Environmental Assessment required by 47 C.F.R. Section 1.1311.

If No, explain briefly why not.

The distance from the audio-transmitter bldg. to the nearest RF radiator of the WDLZ tower system is more than three times the worst case A.N.S.I. minimum distance for RF radiation. There are no other bldgs. or public roads within 100 meters. While the towers are in an open field they are fenced and locked. The antenna tuning units are enclosed and locked.

8. Has the applicant placed in its station's public inspection file at the appropriate times the documentation required by 47 C.F.R. Sections 73.3526 or 73.3527?

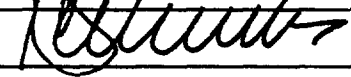
☒ Yes ☐ No

If No, attach as Exhibit No. \_\_\_\_\_ a complete statement of explanation.

The APPLICANT hereby waives any claim to the use of any particular frequency or of the electromagnetic spectrum as against the regulatory power of the United States because of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this application. (See Section 304 of the Communications Act of 1934, as amended.)

The APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representations and that all the exhibits are a material part hereof and are incorporated herein as set out in full in the application.

**CERTIFICATION:** I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Name Steven P. Iamarino	Signature 
Title Secretary	Date May 30, 1989

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

LAW OFFICES  
WASCHA, IAMARINO & WAUN  
PROFESSIONAL CORPORATION

JAMES J. WASCHA  
STEVEN P. IAMARINO  
THOMAS W. WAUN

10751 SOUTH SAGINAW STREET, SUITE D  
GRAND BLANC, MICHIGAN 48439

TELEPHONE  
(313) 695-6100

DEAN T. YEOTIS

May 31, 1989

Federal Communications Commission  
1919 M Street, N.W.  
Washington, DC 20554

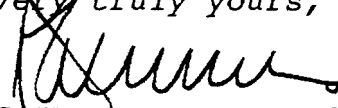
Regarding: David Lee Communications, Inc.  
WDLZ (Formerly WTRX)  
Our File: 89-1009-1

Dear Madam/Sir:

Enclosed please find for filing our Application for Renewal of License; our Amended Broadcast Station Annual Employment Report - 1989; and our Broadcast Equal Employment Opportunity Program Report in addition to our \$30 filing fee as required by your agency.

Should you have any questions or concerns, please contact me directly.

Very truly yours,

  
STEVEN P. IAMARINO  
For the Firm

RECEIVED  
890602

FCC  
FEE SECTION

SPI/jmw  
Enclosures

05. 31. 89 04:04PM \*WASCHA IAMARINO WUAN

PO1 7218

LAW OFFICES  
**WASCHA, IAMARINO & WAUN**  
PROFESSIONAL CORPORATION

JAMES J. WASCHA  
STEVEN P. IAMARINO  
THOMAS W. WAUN

10751 SOUTH SAGINAW STREET, SUITE D  
GRAND BLANC, MICHIGAN 48439

TELEPHONE  
(313) 695-6100

DEAN T. YEOTIS

Date: 5/31/89 Time: 3<sup>58</sup> PM  
RE: WDLZ (formerly WTRX) (01797)

Please deliver the following pages to:

Name: FEDERAL COMMUNICATIONS COMMISSION Fax No. 202

Firm: \_\_\_\_\_

From: STEVEN IAMARINO DAVID LEE COMMUNICATIONS, INC

Total number of pages: 15 (including this cover sheet)

We are transmitting on Fax Number (313) 695-7884, and receive automatically.

If you do not receive the proper pages, or if you have any questions, please call us as soon as possible.

Telephone (313) 695-6100

Operator: \_\_\_\_\_

Additional Comments: OVERNIGHT MAIL ORIGINALS  
TO FOLLOW.

*Barbara  
Kreisman  
RM 310  
This is already*

LAW OFFICES  
WASCHA, IAMARINO & WAUN  
PROFESSIONAL CORPORATION

JAMES J. WASCHA  
STEVEN P. IAMARINO  
THOMAS W. WAUN

10751 SOUTH SAGINAW STREET, SUITE D

GRAND BLANC, MICHIGAN 48439

TELEPHONE  
(313) 895-8100

DEAN T. YEOTIS

May 31, 1989

Federal Communications Commission  
1919 M Street, N.W.  
Washington, DC 20554

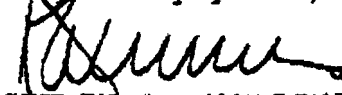
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Should you have any questions or concerns, please contact me directly.

Very truly yours,

  
STEVEN P. IAMARINO  
For the Firm

SPI/jmw  
Enclosures

WASCHA, IAMARINO AND WAUN, P.C. 11-88

1913

ATTORNEYS AT LAW

BUSINESS OPERATIONS ACCOUNT

10751 S. SAGINAW ST., STE. D

GRAND BLANC, MI 48439

May 31 1989

74-51/724

PAY  
TO THE  
ORDER OF

Federal Communications Commission \$ 30 00

Thirty and 00/100

DOLLARS

NBD Genesee Bank  
Flint, Michigan 48502

FOR

⑈001913⑈ ⑈072400515⑈ 535 348 7⑈

Federal Communications Commission  
Washington, D.C. 20554APPLICATION FOR RENEWAL OF LICENSE FOR  
COMMERCIAL AND NONCOMMERCIAL AM, FM OR TV BROADCAST STATIONApproved by OMB  
3080-0110  
Expires 5/31/91For Commission Fee Use Only

FEE NO:

FEE TYPE:

FEE AMT:

ID SEQ:

For Applicant Fee Use OnlyIs a fee submitted with this  
application?☒ Yes ☐ No

If No, indicate reason therefor (check one box):

☐ Nonfeeable application

Fee Exempt (See 47 C.F.R. Section 1.1112)

☐ Noncommercial educational licensee☐ Governmental entityFor Commission Use Only:

File No.

Name of Applicant

David Lee Communications, Inc.

Mailing Address

G-3458 West Bristol Road

City

Flint

State

MI

ZIP Code

48507

2. This application is for:

☒ AM ☐ FM ☐ TV

(a) Call Letters:

WTRX

WDLZ (Eff. 5/22/89)

(b) Principal Community:

City

Flint

State

Michigan

3. Attach as Exhibit No. \_\_\_\_\_ an identification of any FM  
booster or TV booster station for which renewal of  
license is also requested. None

4. Have the following reports been filed with the Commission:

(a) The Broadcast Station Annual Employment  
Reports (FCC Form 395-B) as required  
by 47 C.F.R. Section 73.3612?☒ Yes ☐ No

If No, attach as Exhibit No. \_\_\_\_\_ an explanation.

(b) The applicant's Ownership Report (FCC  
Form 323 or 323-E) as required by 47  
C.F.R. Section 73.3615?☒ Yes ☐ No

If No, give the following information:

Date last ownership report was filed \_\_\_\_\_

Call letters of station for which it was filed \_\_\_\_\_

FCC 303-S  
May 1988

5. Is the applicant in compliance with the provisions of Section 310 of the Communications Act of 1934, as amended, relating to interests of aliens and foreign governments? ☒ Yes ☐ No

If No, attach as Exhibit No. \_\_\_\_\_ an explanation.

6. Since the filing of the applicant's last renewal application for this station or other major application, has an adverse finding been made or final action been taken by any court or administrative body with respect to the applicant or parties to the application in a civil or criminal proceeding, brought under the provisions of any law relating to the following: any felony; broadcast related antitrust or unfair competition; criminal fraud or fraud before another governmental unit; or discrimination? ☐ Yes ☒ No

If Yes, attach as Exhibit No. \_\_\_\_\_ a full description of the persons and matters involved, including an identification of the court or administrative body and the proceeding (by dates and file numbers) and the disposition of the litigation.

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If Yes, attach as Exhibit No. \_\_\_\_\_ an Environmental Assessment required by 47 C.F.R. Section 1.1311.

If No, explain briefly why not. The distance from the audio-transmitter bldg. to the nearest RF radiator of the WDLZ tower system is more than three times the worst case A.N.S.I. minimum distance for RF radiator. There are no other bldgs. or public roads within 100 meters. While the towers are in an open field they are fenced and locked. The antenna tuning units are enclosed and locked.


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If No, attach as Exhibit No. \_\_\_\_\_ a complete statement of explanation.

The APPLICANT hereby waives any claim to the use of any particular frequency or of the electromagnetic spectrum as against the regulatory power of the United States because of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this application. (See Section 304 of the Communications Act of 1934, as amended.)

The APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representations and that all the exhibits are a material part hereof and are incorporated herein as set out in full in the application.

**CERTIFICATION:** I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Name	Steven P. Iamarino	Signature	
Title	Secretary	Date	May 30, 1989

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.



AMENDED

## BROADCAST STATION

## ANNUAL EMPLOYMENT REPORT 1989

Approved by OMB  
3040-0180  
Expires 03/01/90

(For FCC Use Only)

Code No. 01797

## SECTION I

A. Name of Licensee or Permittee  DAVID LEE COMMUNICATIONS, INC.	B. Address  G-3458 West Bristol Road Flint, Michigan 48507
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## SECTION II

## A. TYPE OF RESPONDENT (check one)

COMMERCIAL BROADCAST STATION

NONCOMMERCIAL BROADCAST STATION

AM ☒ AM StereoTV ☐ TVER ☐ Educational AM or FM RadioFM ☐ FMLP ☐ Low Power TVET ☐ Educational TVAF ☐ Combined AM & FM  
in same areaIN ☐ InternationalHQ ☐ Headquarters (Name and Location) \_\_\_\_\_

ZIP Code \_\_\_\_\_

## B. LIST CALL LETTERS AND LOCATION(S) OF INCLUDED STATIONS

CALL LETTERS	LOCATION(S)
WDLZ-AM (effective 5/22/89 formerly WTRX)- <i>Am</i>	Flint, Michigan

CALL LETTERS	LOCATION(S)

## SECTION III

## A. PAY PERIOD COVERED BY THIS REPORT (DATE)

02/01/89 - 02/15/89

## B. CHECK APPLICABLE BOX

☐ Fewer than five full-time employees during the selected payroll period (Complete page one only and certification statement and return to FCC)☒ Five or more full-time employees during selected payroll period (Complete all sections of form and certification statement and return to FCC)

## SECTION IV CERTIFICATION

This report must be certified, as follows: (a) By licensee, if an individual; (b) By a partner, if a partnership (general partner, if a limited partnership); (c) By an officer, if a corporation or an association; or (d) By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.

U.S. CODE, TITLE 18, SECTION 1001.

I certify to the best of my knowledge, information, and belief, all statements contained in this report are true and correct.

Signed \_\_\_\_\_

Title Corporate Secretary

Print Name

Steven P. Iamarino

Date 05/30/89Telephone No. (313) 695-6100

05/30/1989 10:36 FROM WDLZ ROCK

TO

P.31

## SECTION V - EMPLOYEE DATA

A. FULL-TIME PAID  
EMPLOYEE DATA

JOB CATEGORIES	TOTAL (a-j)	MALE					FEMALE				
		WHITE (NOT HISPANIC) (a)	BLACK (NOT HISPANIC) (b)	HISPANIC (c)	ASIAN OR PACIFIC ISLANDER (d)	AMERICAN INDIAN, ALASKAN NATIVE (e)	WHITE (NOT HISPANIC) (f)	BLACK (NOT HISPANIC) (g)	HISPANIC (h)	ASIAN OR PACIFIC ISLANDER (i)	AMERICAN INDIAN, ALASKAN NATIVE (j)
OFFICIALS & MANAGERS	5	4					1				
PROFESSIONALS	4	3					1				
TECHNICIANS											
SALES WORKERS	4	1					2	1			
OFFICE & CLERICAL	2						2				
CRAFT WORKERS (SKILLED)											
OPERATIVES (SEMI-SKILLED)											
LABORERS (UNSKILLED)											
SERVICE WORKERS											
TOTAL	15	8					6	1			

PART-TIME PAID  
EMPLOYEE DATA

JOB CATEGORIES	TOTAL (a-j)	MALE					FEMALE				
		WHITE (NOT HISPANIC) (a)	BLACK (NOT HISPANIC) (b)	HISPANIC (c)	ASIAN OR PACIFIC ISLANDER (d)	AMERICAN INDIAN, ALASKAN NATIVE (e)	WHITE (NOT HISPANIC) (f)	BLACK (NOT HISPANIC) (g)	HISPANIC (h)	ASIAN OR PACIFIC ISLANDER (i)	AMERICAN INDIAN, ALASKAN NATIVE (j)
OFFICIALS & MANAGERS											
PROFESSIONALS	7	6					1				
TECHNICIANS											
SALES WORKERS											
OFFICE & CLERICAL	1						1				
CRAFT WORKERS (SKILLED)											
OPERATIVES (SEMI-SKILLED)											
LABORERS (UNSKILLED)											
SERVICE WORKERS											
TOTAL	8	6					2				

Approved by OMB  
3080-0010  
Expires 04/30/88

United States of America  
Federal Communications Commission  
Washington, D. C. 20554

### Ownership Report

NOTE: Before filling out this form, read attached instructions

Section 310(d) of the Communications Act of 1934 requires that consent of the Commission must be obtained prior to the assignment or transfer of control of a station license or construction permit. This form may not be used to report or request an assignment of license/permit or transfer of control (to report an assignment of license/permit or transfer of control made pursuant to prior Commission consent).

1. All of the information furnished in this Report is accurate as of

May 26, 1989

(Date must comply with Section 73.3615(a), i.e., information must be current within 60 days of the filing of this report, when 1(a) below is checked.)

This report is filed pursuant to instruction (check one)

1(a) ☐ Annual 1(b) ☒ Transfer of Control or Assignment of License 1(c) ☐ Other

for the following stations:

Call Letters	Location	Class of service
WTRX changed to WDLZ effective 5-22-89	3076 E. Bristol Rd. Burton, MI 48529	AM Stereo Radio Broadcast

2. Give the name of any corporation or other entity for whom a separate Report is filed due to its interest in the subject licensee (See instruction 3):

None

3. Show the attributable interests in any other broadcast station of the respondent. Also, show any interest of the respondent, whether or not attributable, which is 5% or more of the ownership of any other broadcast station or any newspaper or CATV entity in the same market or with overlapping signals in the same broadcast service, as described in Sections 73.3555 and 76.501 of the Commission's Rules.

None

### CERTIFICATION

I certify that I am Corporate Secretary  
(Official title, see instruction 1)  
of David Lee Communications, Inc.  
(Exact legal title or name of respondent)

that I have examined this Report, that to the best of my knowledge and belief, all statements in the Report are true, correct and complete.

(Date of certification must be within 60 days of the date shown in Item 1 and in no event prior to Item 1 date):

  
(Signature)

May 26, 1989

(Date)

Steven P. Iamarino

Telephone No. of respondent (include area code):

(313) 695-6100

Any person who willfully makes false statements on this report can be punished by fine or imprisonment. U.S. Code, Title 18, Section 1001.

Name and Post Office Address of respondent:

David Lee Communications, Inc.  
G-3458 West Bristol Road  
Flint, Michigan 48507

4. Name of entity, if other than licensee or permittee, for which report is filed (see instruction 3):

None

5. Respondent is:

- ☐ Sole Proprietorship  
☒ For-profit corporation  
☐ Not-for-profit corporation  
☐ General Partnership  
☐ Limited Partnership  
☐ Other: \_\_\_\_\_

If a limited partnership, is certification statement included as in instruction 4?

☐ Yes ☐ No

all contracts and other instructions required to be filed by Section 73.3613 of the Commission's Rules and Regulations. (Only licensees, permittees, or a reporting entity with a majority interest in or that otherwise exercises de facto control over the subject licensee or permittee shall respond.)

Rules and Regulations. (Only licensees, permittees,

reporting entity with a majority interest in or that

Description of contract or instrument	Name of person or organization with whom contract is made	Date of Execution	Date of Expiration
None	None	None	None

Capitalization (Only licensees, permittees, or a reporting entity with a majority interest in or that otherwise exercises de facto control over the subject licensee or permittee, shall respond.)

Class of Stock (preferred, common or other)	Voting or Non-voting	Number of Shares			
		Authorized	Issued and Outstanding	Treasury	Unissued
Common	Voting	50,000	50,000	0	0

Questions concerning family relationships, attribution exemptions and certifications: (See Instructions 4, 5 and 6)

None - Not applicable

8. List officers, directors, cognizable stockholders and partners. Use one column for each individual or entity. Attach additional pages, if necessary. See instructions 4, 5, and 6.

Line (Read carefully - The numbered items below refer to line numbers in the following table.)

1. Name and residence of officer, director, cognizable stockholder or partner (if other than individual also show name, address and citizenship of natural person authorized to vote the stock). List officers first, then directors and, thereafter, remaining stockholders and partners.
2. Citizenship.
3. Office or directorship held.
4. Number of shares or nature of partnership interest.
5. Number of votes.
6. Percentage of votes.
7. Other existing attributable interests in any other broadcast station, including nature and size of such interest.
8. All other ownership interests of 5% or more (whether or not attributable), as well as any corporate officership or directorship in broadcast, cable, or newspaper entities in the same market or with overlapping signals in the same broadcast service, as described in Sections 73.3555 and 76.501 of the Commission's Rules, including the nature and size of such interests and the position held.

1	(a) David Lee Schuehrer 1303 East Baldwin Road Grand Blanc, Michigan 48439	(b) Steven P. Iamarino 1182 Briarfield Circle Grand Blanc, Michigan 48439	(c) Stephen A. Hovey 511 Sixth Street Fenton, Michigan 48430
2	United States	United States	United States
3	Chairman of Board/President	Secretary	Treasurer
	50,000	Ø	Ø
5	50,000	Ø	Ø
6	100%	Ø	Ø
7	None	None	None
8	None	None	None

**FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT  
AND THE PAPERWORK REDUCTION ACT**

The solicitation of personal information requested in this Report is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to assess compliance with the Commission's multiple ownership restrictions. The staff, consisting variously of attorneys and examiners, will use the information to determine such compliance. If all the information requested is not provided, processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to retain your authorization.

Federal Communications Commission  
Washington, D.C. 20554Approved by OMS  
3080-0113  
Expires 9/30/90**BROADCAST EQUAL EMPLOYMENT  
OPPORTUNITY PROGRAM REPORT**

(To be filed with broadcast license renewal application)

(For FCC Use Only)

Call Letters WTRX - WDLZ effective 5/22/89

Code No.

Name of Licensee DAVID LEE COMMUNICATIONS, INC.

City and State which station

is licensed to serve Genesee County, Michigan

## TYPE OF BROADCAST STATION (Check one)

Commercial Broadcast Station

Noncommercial Broadcast Station

☒ AM Stereo☐ TV☐ Educational Radio☐ FM☐ Low Power TV☐ Educational TV☐ Combined AM & FM  
in same area☐ InternationalSEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED  
BELOW:

Name <u>David Lee Schuehrer</u>	Street Address <u>G-3458 West Bristol Road</u>		
City <u>Flint</u>	State <u>Michigan</u>	ZIP Code <u>48507</u>	Telephone No. <u>(313) 232-2670</u>

## FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, and sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, a license renewal applicant who employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives, and Hispanics). If minority group representation in the available labor force is less than five percent (in the aggregate), equal employment opportunity (EEO) program information for minority group members need not be filed. However, EEO program information must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant employs fewer than five full-time employees, no equal employment opportunity activity information need be filed.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in license renewal being delayed or denied. These requirements are contained in Section 73.2080 of the FCC Rules (47 CFR 73.2080), and are authorized by the Communications Act of 1934, as amended.

☐ If your station employs fewer than five full-time employees, check the box at left, complete the certification below, return the form to the FCC, and place a copy in your station's public file. You do not have to complete the rest of the form.

If your station employs five or more full-time employees, you must complete all of this form and follow all instructions.

☐ If minority group representation in the available labor force is less than 5 percent (in the aggregate) and you choose not to file EEO program information for minority groups, check the box at left and complete the rest of this form with only the information for your program directed towards women.


## CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.  
U.S. CODE, TITLE 18, SECTION 1001.

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	
Title	Corporate Secretary
Date	May 30, 1989
Name of Respondent	David Lee Communications, Inc.
Telephone No. (include area code)	(313) 695-6100

## FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the license renewal requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and applications examiners, will use the information to determine whether the license renewal application should be granted, denied, dismissed or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

The purpose of this document is to remind broadcast station licensees of their equal employment opportunity responsibilities and to provide the licensee, the FCC and the public with information about whether the station is meeting these requirements.

## GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

A broadcast station must also encourage applications from qualified minorities and women for hiring and promotion to all types of jobs at the station.

## I. RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME David Lee Schuehrer TITLE Chairman of the Board

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

## II. POLICY DISSEMINATION

A broadcast station must make effective efforts to make management, staff, and prospective employees aware that it offers equal employment opportunity. The Commission considers the efforts listed below to be generally effective. Indicate each practice that your station follows. You also may list any other efforts that you have undertaken.

☒ Notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and that they have the right to notify an appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

☒ Our station's employment application form contains a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

☐ We seek the cooperation of the unions represented at the station to help implement our EEO program and all union contracts contain a nondiscrimination clause.

☒ Other (specify) We will issue periodic interoffice memorandums and/or conduct seminars on these issues as needed.

## III. RECRUITMENT

A broadcast station must make efforts to attract qualified minority and women applicants for all types of jobs at the station whenever vacancies occur.

Indicate each practice that your station follows and, where appropriate, list sources and numbers of referrals.

☒ When we place employment advertisements with media some of such advertisements are placed with media which have significant circulation or viewership, or are of particular interest to minorities and women in the recruiting area. Examples of media utilized during the past 12 months and the number of minority and/or women referrals: We have not had ownership control of the station for 20 days.

The Flint Journal

The Flint Enquirer

Number of Ref  
Minority





Recruit prospective employees from educational institutions, including area schools and colleges with minority and women enrollments. Educational institutions contacted for recruitment purposes during the past 12 months and the number of minority and/or women referrals are:

Unknown

Educational Institution

Number of Referrals	
Minority	Women
_____	_____
_____	_____
_____	_____

University of Michigan - Flint

Baker College - Flint



Contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of such organizations contacted during the past 12 months are:

Unknown

Organization

Number of Referrals	
Minority	Women
_____	_____
_____	_____
_____	_____
_____	_____



We encourage present employees to refer qualified minority and women candidates for job openings. The number of minority and/or women referrals are:

Minority

Women



Other (specify) and the number of minority and/or women referrals are:

Minority

Women

## IV. JOB HIRES

A broadcast station must consider applicants for job openings on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for available positions, it must make efforts to encourage them to apply for job openings. We have not had ownership control for 30 days as of this filing.

During the ~~XXXXXX~~ period prior to filing this application beginning (Month-Day-Year) May 19, 1989 and ending (Month-Day-Year) May 30, 1989 we hired:

Total hires	15	Minorities	1	Women	7
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During this period, for positions in the upper four job categories, we hired:

Total hires, upper four categories	13	Minorities	1	Women	5
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## V. PROMOTIONS

A broadcast station must promote individuals on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for promotional opportunities, it must make efforts to encourage them to qualify and apply for advancement. We have not had ownership control for 30 days as of this filing.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) \_\_\_\_\_ and ending (Month-Day-Year) \_\_\_\_\_ we promoted:

Total promotions	_____	Minorities	_____	Women	_____
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During this period, in the upper four job categories, we promoted:

Total promotions, upper four categories	_____	Minorities	_____	Women	_____
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## VI. AVAILABLE LABOR FORCE

A broadcast station must evaluate its employment profile and job turnover against the availability of minority and women in the relevant labor market. The FCC will use labor force data for the MSA in which your station is located. If the station is not located in an MSA, to evaluate your station's equal employment efforts, there is no data available, you need not submit them to the FCC.

the control is optional.

As an alternative to MSA or county labor force data, you may use other data that more accurately reflect the percentages of women and minorities in the labor force available to your station. If such alternative data are used, that data must be submitted on the table below and an explanation attached as to why they are more appropriate.

Percentage in the Labor Force	Women	Blacks not of Hispanic Origin	Asian or Pacific Islanders	American Indians or Alaskan Natives	Hispanics

The above information is for:

☐

M.S.A.

☐

City

☐

County

☐

Other (specify)

#### VII. COMPLAINTS

You must provide here a brief description of any complaint which has been filed before any body having competent jurisdiction under Federal, State, territorial or local law, alleging unlawful discrimination in the employment practices of the station. Include the persons involved, the date of filing, the court or agency, the file number (if any), and the status of the matter. Examples of such jurisdiction may include the Equal Employment Opportunity Act, local equal opportunity commissions, or other appropriate agencies.

Time to date since ownership control was obtained.

#### VIII. OTHER INFORMATION

You may also describe other information that you believe would allow the FCC to evaluate more completely your efforts in providing equal opportunity in employment at your station. Submission of such information is optional. Among the additional information you may choose to provide are:

Any training programs the station has undertaken that are designed to enable minorities and women to compete in the broadcast employment market including, but not necessarily limited to, on-the-job training and assistance to students, schools or colleges.

Any problems the station has experienced in assuring equal employment opportunity, or attracting qualified minority and women candidates for employment or promotion.

Any efforts the station has undertaken or will undertake to promote equal opportunity in its employment and encourage applications from minorities and women.